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AUTHOR	Jacobs, Johan
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ABSTRACT

This document, which is based on data gathered during a September 1994 mail survey of 215,284 South African graduates that elicited a total response rate of 18.3%, details the remuneration of graduates (as of July 1, 1994) in a wide range of engineering and architecture-related occupations in the public and private sectors and in self-employment. Presented first are brief descriptions of the survey group, survey questionnaire, procedures used to analyze/present the data, and nature/scope of data reported under the following categories: salary, fringe benefits, package, percentile value, occupation, employer sector, geographical distribution, post level, age/years of work experience, employment status/working hours, and economic sector. The nine tables constituting the remainder of the document present data on the following: median income of graduates working full time according to employer sector/occupation (overall and by gender), occupation/region/employer sector; occupation/post level/employer sector; occupation/work experience/employer sector; and occupation/working hours/employer sector; median income of full-time employees and self-employed persons according to occupation/economic sector; comparison of the income of men and women working full time according to occupation/work experience; and median income of graduates working full time according to occupation/work experience/population group/employer sector and field and level of study and employer sector. Included in the document are English and Afrikaans versions of the study report. (MN)

ED 401 472

3 Engineer, Architect & related CE

REMUNERATION OF GRADUATES

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VERGOEDING VAN GEGRADUEERDES

3 Ingenieur, Argitek en verwant

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Remuneration of graduates

as at 1 July 1994

Vergoeding van gegradueerdes

soos op 1 Julie 1994

Engineer, architect and related occupations

Ingenieur, argitek en verwante beroepe

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Johan Jacobs

Administrative support:-
Helmien Craemer
Annetjie Verster

Johan Jacobs

Administratiewe ondersteuning:-
Helmien Craemer
Annetjie Verster

Engineer, architect and related occupations

Ingenieur, argitek en verwante beroepe

Human Sciences Research Council **Raad vir Geesteswetenskaplike Navorsing**

Pretoria
1996

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Human Resources Information and Planning
Head : Elize van Zyl

Group Human Resources
Executive Director: Sunette van der Walt

HSRC Publishers
Private Bag X41
0001 Pretoria

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0001 Pretoria

The remuneration of graduates in the undermentioned occupations is analysed in this report. A list of available reports is given on the back cover.

Die vergoeding van gegradueerdes in die ondergemelde beroepe word in hierdie verslag ontleed. 'n Lys van beskikbare verslae verskyn op die agterblad.

ENGINEER

- Industrial/production engineer
- Chemical engineer
- Electrical engineer and related
  - Electrical engineer
  - Electronic engineer
- Agricultural engineer
- Mechanical engineer
- Metallurgical engineer
- Mining engineer
- Civil engineer

- Quality controller

INGENIEUR

- Bedryfs-/ produksie-ingenieur
- Chemiese ingenieur
- Elektriese en verwante ingenieur
  - Elektriese ingenieur
  - Elektroniese ingenieur
- Landbouingenieur
- Meganiese ingenieur
- Metallurgiese ingenieur
- Mynbouingenieur
- Siviele ingenieur

- Kwaliteitskontroleur

ARCHITECT AND RELATED OCCUPATIONS

- Architect
- Quantity surveyor
- Town and regional planner
- Land surveyor

ARGITEK EN VERWANTE BEROEPE

- Argitek
- Bourekenaar
- Stads- en streeksbeplanner
- Landmeter

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The information of this and previous surveys has been computerised and further analyses according to qualifications, field of study, population group, gender, years work experience, age, postal codes, employer, industry, fringe benefits etcetera are possible. For instance, it is possible to compile incomes for specific occupations and occupational groups in a specific region or town. A breakdown of the salary and fringe benefits can also be given according to any combination of the above variables. It is also possible to provide the incomes of graduates with specific majors according to the level of their (highest) qualification. Information is available not only for occupations covered in this report but for graduates in all occupations and fields of study.

Users with particular needs can contact the HSRC for additional analyses. (Tel: (012) 202-2760)

Die inligting van hierdie en vorige opnames is op rekenaardatastelle aangeteken en verdere ontledings volgens kwalifikasie, studierigting, bevolkingsgroep, geslag, jare werkervaring, ouderdom, poskode, werkgewer, bedryf, byvoordele ensovoorts is moontlik. Dit is byvoorbeeld moontlik om inkomstes vir spesifieke beroepe en beroepsfamilies in 'n spesifieke streek or dorp saam te stel. Die samestelling van die salaris en byvoordele kan ook gegee word volgens enige kombinasie van bogenoemde veranderlikes. Dit is ook moontlik om die inkomste van gegradueerdes met spesifieke hoofvakke volgens die vlak van hulle (hoogste) kwalifikasie te verskaf. Benewens vir beroepe in hierdie verslag, is inligting ook vir alle ander beroepe wat gegradueerdes beoefen en studierigtings beskikbaar.

Gebruikers wat besondere behoeftes het, kan die RGN vir bykomende ontledings nader. (Tel: (012) 202-2760)

1. INTRODUCTION

Remuneration is probably one of the most important motivating factors in modern society as it greatly affects the satisfaction of our needs and expectations. It plays an important role in the supply and demand situation of human resources and the utilization of labour in a country. As wage levels are continuously changing, regular surveys are necessary to monitor trends over a period of time.

Since 1971 the HSRC has undertaken regular surveys of the occupational incomes of graduates. This is the twelfth survey in the series and is the first since 1981 to include all graduates simultaneously. The aim of this report is to analyse and reflect the occupational income of the following occupations as at 1 July 1994: engineers, architects, quantity surveyors, town and regional planners and land surveyors.

The information is widely used by career guidance teachers, councellors and prospective students to determine the profitability of careers. Tertiary education planners use the information to evaluate the financial returns on tertiary education and specific fields of study. Employers and human resource managers find it very useful in compiling income packages. It also provides a basis for salary negotiations in the case of employees and employee organizations. Furthermore legal practitioners and actuaries use the information to establish the potential lifetime earnings of people for third party claim purposes.

1. INLEIDING

Vergoeding van arbeid is seker een van die belangrikste motiverende faktore in die moderne samelewing omdat dit 'n invloed uitoefen op die bevrediging van behoeftes en verwagtinge van die mens. Dit speel 'n belangrike rol in die vraag- en aanbodsituasie van menslike hulpbronne asook die uiteindelike benutting van arbeid in 'n land. Vergoedingstrukture verander voortdurend en gereelde opnames is dus noodsaaklik om tendense te monitor.

Die RGN onderneem sedert 1971 gereelde opnames oor die beroepsinkomste van gegradueerdes. Hierdie is die twaalfde opname in die reeks en is die eerste opname sedert 1981 waarin alle gegradueerdes gelyktydig betrek word. Die doel met hierdie verslag is om die beroepsinkomste van die volgende beroepe soos op 1 Julie 1994 te ontleed en weer te gee: ingenieurs, argitekte, bourekenaars, stads- en streeksbeplanners en landmeters.

Die inligting word dikwels deur loopbaanvoorligters en voornemende studente gebruik om die winsgewendheid van loopbane te bepaal. Tersiêre onderwysbeplanners gebruik die inligting om die finansiële voordeel van tersiêre onderwys en studierigtings te evalueer. Werkgewers en menslike hulpbronbestuurders vind die inligting baie nuttig om inkomstepakette saam te stel. Dit dien ook as basis vir salarisonderhandelings in die geval van werknemers en werknemerorganisasies. Verder gebruik regspraktisyns en aktuarisse die inligting om die potensiële verdienste van persone oor 'n leeftyd te raam vir onder andere derdeparty-eise.

2. SURVEY GROUP AND QUESTIONNAIRE

The most comprehensive source of names and addresses of graduates residing in South Africa is the HSRC Register of Graduates. The Register contains information on approximately 420000 graduates. The information is obtained from universities and individuals. The Register is maintained continuously by updating existing records (using information obtained from graduates as well as universities), removing obsolete records (such as those of deceased persons and emigrants) and adding information on new graduates. Details such as population group, gender, date of birth, preferred language of correspondence, postal address and educational qualifications (level, field of study, institution where obtained and year awarded) are recorded in the Register.

During September 1994 postal questionnaires were sent to 215284 graduates on the Register. In total, 39495 completed questionnaires were returned. This represents a total response rate of 18,3%.

The following information (as at 1 July 1994) not included in the Register was obtained by means of this questionnaire: the respondent's occupation, work status, employer, number of hours and weeks spent on occupational activities, years of work experience, economic sector, post level, professional registration as well as salary and the financial value of fringe benefits.

2. ONDERSOEKGROEP EN VRAELYS

Die omvattendste bron wat name en adresse van gegradueerdes woonagtig in Suid-Afrika bevat, is die RGN se Register van Gegradueerdes. Die Register bevat inligting oor ongeveer 420000 gegradueerdes wat verkry word vanaf universiteite en indiwidue. Die Register word voortdurend in stand gehou deur bestaande rekords op te dateer (d.m.v. inligting wat van gegradueerdes en universiteite ontvang word), verouderde rekords (byvoorbeeld oorledenes en emigrante) te skrap en die gegewens van pasgegradueerdes by te voeg. Besonderhede van gegradueerdes soos bevolkingsgroep, geslag, geboortedatum, korrespondensietaal, posadres en opvoedkundige kwalifikasies behaal (peil, studierigting, instelling waar behaal en jaar toegeken) word op die Register aangeteken.

Gedurende September 1994 is posvraelyste aan 215284 gegradueerdes op die Register gestuur. In totaal is 39495 voltooide vraelyste terug ontvang. Dit verteenwoordig 'n totale deelnamekoers van 18,3%.

Die volgende bykomende inligting (soos op 1 Julie 1994) tot die beskikbare gegewens op die Register is deur middel van die vraelys ingewin: die respondent se beroep, werkstatus, werkgewer, werkure en werkweke aan beroepsaktiwiteite bestee, jare werkervaring, ekonomiese sektor, posvlak, professionele registrasie, asook salaris en die finansiële waarde van byvoordele.

The respondents' anonymity was protected throughout and at no time was a respondent's name linked to a completed questionnaire. The analyses in this report are also presented in such a way that the anonymity of individuals is safeguarded. For example, analyses for categories with less than ten persons are not given.

Die anonimiteit van respondente is deurgaans gehandhaaf deurdat geen naam of adres aan 'n voltooide vraelys gekoppel is nie. Ontledings in hierdie verslag word ook so aangebied dat die anonimiteit van individue beskerm word. Ontledings van kategorieë met minder as tien persone word byvoorbeeld nie verstrek nie.

The Register includes more than 60% of the graduate population of South Africa. The particulars of persons who did not take part in the survey would therefore have to differ dramatically from those of the respondent group to result in the Register being unsuitable for the purpose of this survey.

Die Register sluit na raming meer as 60% van die gegradueerde bevolking van Suid-Afrika in. Die besonderhede van persone wat nie aan die opname deelgeneem het nie, sou dus dramaties van besonderhede van die respondentegroep moes verskil om die Register vir die doel van hierdie opname onbruikbaar te maak.

Although the response rate of 18,3% compares poorly with previous surveys (38% in 1990 and 30% in 1991), it is still relatively good for a postal survey in which data concerning income is gathered.

Alhoewel die deelnamekoers van 18,3% swak met vorige opnames vergelyk (38% in 1990 en 30% in 1991), is dit steeds relatief goed vir 'n posopname wat inkomstedata insamel.

The extent to which the respondent group represents the Register, was checked by comparing the biographic particulars of the respondent group (N=39495) with those of the survey group (N=420000). The comparison showed that the biographic particulars of the two groups differed hardly at all.

In watter mate die respondentegroep die Register verteenwoordig, is nagegaan deur die biografiese besonderhede van die respondentegroep (N=39495) met die biografiese besonderhede van alle gegradueerdes op die Register (N=420000) te vergelyk. Die vergelyking het getoon dat die biografiese gegewens van die twee groepe weinig verskil.

It can therefore be accepted with a reasonable degree of confidence that the findings give a good indication of the occupational income of graduates in South Africa.

Daar kan dus met 'n redelike mate van sekerheid aanvaar word dat die ontledings 'n goeie aanduiding gee van die beroepsinkomste van gegradueerdes in Suid-Afrika.

3. EXPLANATORY REMARKS

The following explanatory remarks are necessary for the interpretation of the analyses:

3.1 Remuneration

Respondents were asked to indicate the financial remuneration (before any tax or other deductions) received from the following sources as a result of the direct pursuit of their occupation:

3.1.1 Salary

- *Basic salary/income:* With regard to employees basic salary refers to the gross salary received before any deductions. In the case of self-employed persons, income includes the net income from the direct pursuit of the occupation prior to taxation.
- *Allowances* received e.g. salary, occupational allowances.
- *Director's fees* obtained as a result of the pursuit of the occupation that was indicated.
- *Overtime or related salaried work done after hours.*
- *Commission* earned.
- Income derived from *consultation.*
- Income derived from *lecturing in a part-time capacity.*
- *Profit sharing, trade or production bonus.*
- *Cash bonus* e.g. 13th cheque, service or holiday bonus.

3. VERDUIDELIKENDE OPMERKINGS

Vir die interpretasie van die ontledings is die volgende verduidelikende opmerkings nodig:

3.1 Vergoeding

Die respondente is versoek om die finansiële vergoeding (voor enige belasting of ander aftrekkings) ontvang as gevolg van die direkte beoefening van hulle beroep uit die volgende bronne te verstrek:

3.1.1 Salaris

- *Basiese salaris/inkomste:* Ten opsigte van werknemers verwys die basiese salaris na die bruto salaris wat ontvang word voor enige aftrekkings. Vir selfgeëmplojeerdes sluit dit die netto inkomste in wat verkry word uit die direkte beoefening van die beroep voor belasting.
- *Toelaes* verkry soos byvoorbeeld salaris-, beroepstoelaes.
- *Direkteursgelde* verkry uit die beoefening van die aangeduide beroep.
- *Oortyd of verbandhoudende na-uurse werk.*
- *Kommissie* verdien.
- Inkomste verdien deur *konsultasie.*
- Inkomste verdien deur *deeltydse onderrig.*
- *Winsdelings-, handels- of produksiebonus.*
- *Kontantbonus* soos byvoorbeeld 13e tjek, diens- of vakansiebonus.

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3.1.2 Fringe benefits

The cash value of fringe benefits was taken into consideration in determining the income package. In the questionnaire respondents were asked to indicate according to a list of fringe benefits whether or not they received such benefits and, if they did, what they considered the average annual value of such benefits to be.

The following fringe benefits were identified and included in the *package*:

- *Pension* - refers to the employer's contribution to a pension or endowment fund.
- *Medical* - refers to the employer's contribution to a medical fund.
- *Transport or petrol allowance* - refers to the estimated cash value of a company or subsidised vehicle for private use as well as any transport or petrol allowance.
- *Entertainment allowance.*
- *Housing* - refers to a housing subsidy received from an employer or the cash value of a lower (subsidised) interest rate or housing or lodging at a low rental, low tariff or free. In the latter case respondents were asked to indicate the difference between the normal tariff and the actual amount paid.
- *Other fringe benefits* such as employer's contribution towards clothing, telephone, insurance premiums, study aid, subsidised purchases, cafeteria facilities, etcetera.

3.1.3 Package

Package refers to the total income package. It is the *salary* plus *fringe benefits* from the above sources. To calculate this, the salary and financial value of fringe benefits of only the respondents who answered the question on fringe benefits were taken into account. The number of persons in the salary and package columns may differ because those who did not answer the fringe benefits question or indicated that they received the benefit but did not give a cash value, were not included in calculating the median of the income package.

Some people did not give a breakdown of their income while others provided only a portion of their salary. In calculating the median *salary* these doubtful cases were not taken into account. However, they were included in calculating the median *package* when the value of the total *package* was clearly indicated.

3.2 Percentile value

Salary and income package figures are indicated by means of percentile values. The percentile values 25, 50(Me) and 75 are used in the tables. The percentile value 25, also called the first quartile value, indicates the point where 25% of a specific group of persons received **less** and 75% receive **more** than the income indicated. The fiftieth percentile value, also called the median (Me), indicates the point where 50% of a group receive **less** and 50% receive **more** than the income indicted. For the purpose of analysing income levels, the median value is regarded as a better index than the arithmetic mean as it is less sensitive to extremely high or extremely low income values. Please note that the percentile values above and below the median, in other words the 25 and

3.1.2 Byvoordele

Die geldwaarde van byvoordele is by die bepaling van die inkomstepakket in ag geneem. In die vraelys is respondente versoek om teenoor 'n lys van byvoordele aan te dui of hulle die byvoordeel van hul werkgewer ontvang of nie, en indien wel, wat, na hul mening, die gemiddelde jaarlikse waarde daarvan is.

Die volgende byvoordele is onderskei en ingesluit by die *pakket*:

- *Pensioen* - verwys na die werkgewer se bydrae tot 'n pensioen- of voorsorgfonds.
- *Medies* - verwys na die werkgewer se bydrae tot 'n mediese fonds.
- *Vervoer of petroltoelae* verwys na die geraamde kontantvoordeel van 'n maatskappy of gesubsidieerde voertuig vir private gebruik asook enige vervoer- of petroltoelae.
- *Onthaaltoelae.*
- *Behuising* - verwys na 'n behuisingsubsidie ontvang van 'n werkgewer of die kontantwaarde van 'n laer (gesubsidieerde) rentekoerslening of huisvesting of losies teen 'n laer huur, laer tarief of gratis. Die respondent is gevra om in laasgenoemde geval die verskil tussen die markverwante tarief en dit wat hy werklik betaal, aan te dui.
- *Ander byvoordele*, soos werkgewer se bydrae tot klere, telefoon, versekeringspremies, studiehulp, gesubsidieerde aankope, kafeteriafasiliteite, ensovoorts.

3.1.3 Pakket

Pakket verwys na die totale inkomstepakket. Dit is die *salaris* plus *byvoordele* uit bogenoemde bronne. Om dit te bereken, is slegs die respondente wat die vraag oor byvoordele beantwoord het se salaris en finansiële byvoordele in berekening gebring. Die getal persone in die salaris- en pakketkolomme mag verskil aangesien persone wat die byvoordelevraag nie beantwoord het nie of aangetoon het dat hulle 'n byvoordeel ontvang en dan nie 'n Randwaarde aangedui het nie, buite rekening gelaat is in die berekening van die mediaanpakket.

In sommige gevalle het persone nie 'n verdeling van hulle inkomste aangedui nie of slegs 'n gedeelte van hulle salaris aangedui. In hierdie gevalle is die indiwidue by die berekening van die mediaansalaris buite rekening gelaat. Hierdie persone is egter wel ingesluit by die berekening van die mediaan van die *pakket* indien hulle die totale *pakket* se waarde duidelik aangedui het.

3.2 Persentielwaarde

Salaris- en inkomstepakketsyfers word met behulp van persentielwaardes aangedui. Die persentielwaardes 25, 50(Me) en 75 word in die tabelle gebruik. Die persentielwaarde 25, of ook genoem die eerste kwartielwaarde, dui die punt aan waar 25% van 'n spesifieke groep persone **minder** en 75% van die groep **meer** as die aangeduide inkomste ontvang. Die vyftigste persentielwaarde, ook die mediaan (Me) genoem, dui die punt aan waar 50% van 'n groep **minder** en 50% van die groep **meer** as die aangeduide inkomste ontvang. Vir die doeleindes van ontledings van inkomstes word die mediaanwaarde as 'n beter indeks beskou as die rekenkundige gemiddelde, omdat dit minder gevoelig is vir uiters hoë of lae inkomstewaardes. Daar moet ook

75 percentile values, indicate the range of income values in a specific occupational group.

For example, if the percentile values for a particular occupation are indicated as R100000 (25%), R144000 (Me) and R200000 (75%) per annum, this means **(a)** that 50% of the persons in that occupation earn less and 50% earn more than R144000 per annum, **(b)** that 50% (difference between 25% and 75%) of the persons indicated that they earn between R100000 and R200000 per annum and **(c)** that 25% of the persons (or one out of every 4) earn more than R200000 per annum.

3.3 Occupation

Respondents were requested to indicate the occupation they were practising (or the one to which they devoted most of their time) as at 1 July 1994. A functional description, irrespective of training, qualifications or rank was requested.

The occupational titles indicated by the respondents were used to classify them according to occupational categories. This means that a lecturer or a manager with an engineering qualification was not classified as engineer, but rather as lecturer or manager respectively.

The *Standard Occupational Classification*[1] was used as a base to classify the occupations and to group them into unit and major groups.

3.4 Employer sector

Three main employer categories *viz.* ***public sector, private sector*** and ***self-employed*** were distinguished in the analyses. The respondents were asked to choose the employer where they practised their occupations from the following:

(a) *Employees in the public sector*

The following employer sectors jointly form the public sector:

- Government: people employed by central government or provincial administrations.
- Regional or local authorities (e.g. town or city councils).
- Universities and technikons.
- Other semi-government: i.e. employees of government-controlled or government-aided organisations, e.g. HSRC, CSIR, control boards, SABS.

(b) *Employees in the private sector*

The following employer categories are included in this sector:

- Public corporations (e.g. SABC, ESCOM, ARMSCOR, Rand Water Board).
- Professional practices (e.g. those of auditors, attorneys).

daarop gelet word dat die persentielwaardes weerskante van die mediaan, met ander woorde die 25 en 75 persentielwaardes, die spanwydte van inkomstewaardes in 'n spesifieke beroepsgroep aandui.

Byvoorbeeld, indien die persentielwaardes vir 'n spesifieke beroep aangedui word as R100000 (25%), R144000 (Me) en R200000 (75%) per jaar, beteken dit **(a)** dat 50% van die persone in daardie beroep minder en 50% meer as R144000 per jaar verdien, **(b)** dat 50% (die verskil tussen 25% en 75%) van die persone aangetoon het dat hulle 'n inkomste tussen R100000 en R200000 per jaar ontvang en **(c)** dat 25% van die persone (of een uit elke 4) meer as R200000 per jaar verdien.

3.3 Beroep

Die respondente is versoek om die beroep wat hulle op 1 Julie 1994 beoefen het (of waaraan die meeste tyd bestee is) aan te dui. 'n Funksionele omskrywing van die beroep, ongeag opleiding, kwalifikasies of rang is gevra.

Die beroepsbenaming wat die respondent aangedui het, is gebruik om die respondent in 'n beroepskategorie te klassifiseer. Dit beteken dat 'n lektor of bestuurder met 'n kwalifikasie in ingenieurswese nie by ingenieurs nie, maar wel by lektore of bestuurders gegroepeer is.

Die *Standaardberoepsklassifikasie*[1] is as basis gebruik om die beroepe te klassifiseer en in eenheidsgroepe en hoofgroepe te groepeer.

3.4 Werkgewersektor

In die ontledings word drie hoofwerkgewersektore onderskei naamlik ***openbare sektor, private sektor*** en ***selfgeëmplojeerd***. Die respondente is versoek om die werkgewer waar hulle hul beroepe beoefen uit een van die volgende te kies.

(a) *Werknemers in die openbare sektor*

Die volgende werkgewers vorm gesamentlik die openbare sektor:

- Staat: werknemers van die sentrale owerheid of provinsiale administrasies.
- Streeks- of plaaslike owerhede (bv stads- of dorpsrade).
- Universiteite en technikons.
- Ander semi-staat instellings: d.w.s. werknemers van staatsbeheerde of staatsondersteunde organisasies, byvoorbeeld die RGN, WNNR, beheerrade, SABS.

(b) *Werknemers in die private sektor*

Die volgende werkgewerkategorieë word in hierdie sektor ingesluit:

- Openbare korporasies (byvoorbeeld SAUK, ESKOM, KRYGKOR, Randwaterraad).
- Professionele praktyke (byvoorbeeld dié van ouditeure, prokureurs).

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[1] Central Statistical Services 1986. Pretoria.
Standard Classification of Occupations. Report 09-90-01.

Sentrale Statistiekdiens 1986. Pretoria.
Standaardberoepsklassifikasie. Verslag 09-90-01.

- Business enterprises (e.g. close corporations or companies).
- Non-government organisations without profit motive (e.g. churches, welfare organisations, trade unions).

(c) *Self-employed persons*

This sector refers to persons who work for themselves and includes (1) partners in professional concerns and/or (2) directors of a **personal** private practice, concern or business.

3.5 Geographical distribution

The postal codes of the postal addresses were used to group the respondents according to the nine provinces and larger metropolitan areas. The following areas are distinguished in this report:

- *Johannesburg* includes Halfway House, Lenasia, Randburg, Sandton and Soweto
- *Pretoria* includes Verwoerdburg, Mamelodi, Laudium Atteridgeville, Soshanguve, Wonderboom & Akasia
- *Rest of Gauteng*
- *Mpumalanga*
- *Northern Province*
- *North West*
- *Durban, Pinetown* includes Amanzimtoti & Isipingo
- *Rest of KwaZulu/Natal*
- *Eastern Cape*
- *Cape Town* includes Bellville and Kuils River
- *Rest of the Western Cape*
- *Northern Cape*
- *Free State.*

3.6 Post level

Respondents indicated the post level which they occupied in their occupation. The following levels were identified:

- *learner/intern/articled clerk*
- *junior level*
- *middle level*
- *senior level*
- *top level.*

3.7 Age and years of work experience

When comparing income it is important to take the effect of years of work experience into account. Respondents were asked to indicate the number of years of working experience since entering the labour market, irrespective of employer, occupation or rank (vacation work and military service excluded). The respondents' age was obtained from the Register of graduates.

3.8 Employment status and working hours

People working full time, usually earn substantially more

- Besigheidsondernemings (byvoorbeeld beslote korporasies of maatskappye).
- Nie-staatsinstellings sonder winsmotief (byvoorbeeld kerke, welsynsorganisasies, vakunies).

(c) *Selfgeëmplojeerdes*

Hierdie sektor verwys na persone wat vir hulself werk en sluit in (1) vennote van professionele ondernemings en/of (2) direkteure van 'n **persoonlike** private praktyk, onderneming of besigheid.

3.5 Geografiese verspreiding

Die poskodes van die posadresse is gebruik om die respondente volgens die nege provinsies en groter stedelike sentra in te deel. Die volgende gebiede word in hierdie verslag onderskei:

- *Johannesburg* sluit Halfweghuis, Lenasia, Randburg, Sandton en Soweto in
- *Pretoria* sluit Verwoerdburg, Mamelodi, Laudium Atteridgeville, Soshanguve, Wonderboom & Akasia in.
- *Res van Gauteng*
- *Mpumalanga*
- *Noordelike Provinsie*
- *Noordwes*
- *Durban, Pinetown* sluit Amanzimtoti en Isipingo in
- *Res van KwaZulu/Natal*
- *Oos-Kaap*
- *Kaapstad* sluit Bellville en Kuilsrivier in
- *Res van die Wes-Kaap*
- *Noord-Kaap*
- *Vrystaat.*

3.6 Posvlak

Die respondente het die posvlak wat hulle in die beroep beklee aangetoon. Die volgende posvlakke is onderskei:

- *leerling/intern/ingeskrewe klerk*
- *junior vlak*
- *middel vlak*
- *senior vlak*
- *top vlak.*

3.7 Ouderdom en jare werkervaring

In die vergelyking van inkomstes is die invloed van jare werkervaring 'n belangrike faktor om in berekening te bring. Respondente is versoek om hul jare werkervaring waarvoor vergoeding ontvang is sedert hulle tot die arbeidsmag toegetree het, ongeag werkgewer, beroep of rang (vakansiewerk en diensplig uitgesluit) aan te dui. Respondente se ouderdom is van die Register van gegradueerdes verkry.

3.8 Werkstatus en werkure

Persone wat voltyds werk, verdien normaalweg heelwat

than part time workers. Respondents were therefore asked to indicate whether they practised their occupations on a full time or part time basis. In addition to this, the number of hours people devote to the pursuit of their occupations also have an effect on their income. Respondents were therefore also asked to indicate the number of hours per week (i.e. office hours, overtime and after hours) normally devoted to occupational activities. Since leave also affect time spent on the specific career, respondents were asked to indicate the number of working weeks per annum normally devoted to occupational activities. By using the indicated working hours and working weeks, the working hours of the respondents were adjusted $\left\{\frac{hours \times working\ weeks}{52}\right\}$ to obtain the actual time devoted to the occupation.

Working hours were used to classify people as working full time or part time in the cases where individuals did not indicate their employment status. The tables reflect the income of graduates working full time only. However, Table 5 includes graduates working part-time and gives a breakdown according to working hours.

3.9 Economic sector

Respondents chose the main activity or business of their employer from the following industries:

- Agriculture, forestry and fishing
- Mining and quarrying
- Manufacturing (including processing, printing and publishing)
- Electricity, gas and water supply (including production, purification and distribution)
- Building and construction
- Commerce (wholesale, retail and motor trade, repair, catering and accommodation services)
- Transport, storage and communication
- Financial, insurance, real estate and business services
- Community, welfare and personal services.

4. ANALYSES AND FINDINGS

The most important results of the survey appear in Tables 1 to 9. The tables are mostly self-explanatory and are not discussed in detail.

When comparing the income of the different categories it is important that working experience (and relating age) and the number of hours worked be kept in mind. This information is therefore also shown in the tables. For example, employees in the public sector usually have more working experience than their counterparts in the private sector. Self-employed persons usually have more experience and work longer hours than employees.

Categories with less than ten persons are not shown in the tables to safeguard anonymity and to ensure that the income figures indicated are based on information received from a reasonable number of respondents. The information on these categories was, however, included

meer as deeltydse werkers. Daarom is respondente versoek om aan te dui of hulle die beroep voltyds of deeltyds beoefen. Hierbenewens het die aantal werkure wat persone aan die beoefening van hulle beroep bestee, net so 'n groot invloed op hulle inkomste. Respondente is daarom ook versoek om die aantal ure aan te dui wat normaalweg per week (dit is kantoorure, oortyd en nauurs) aan die beoefening van die betrokke beroep bestee word. Aangesien verlof ook 'n invloed op die tyd wat aan die spesifieke beroep bestee word, uitoefen, is respondente verder versoek om die aantal werkweke per jaar aan te dui wat normaalweg aan die beoefening van die beroep bestee word. Met behulp van die aangeduide werkure en werkweke is beroepsbeoefenaars se werkure aangepas $\left\{\frac{ure \times werkweke}{52}\right\}$ om die werklike tyd te bepaal wat aan die beoefening van die beroep bestee is.

In gevalle waar twyfel oor 'n persoon se werkstatus bestaan het, is die werkure gebruik om 'n persoon as voltyds of deeltyds te klassifiseer. In die tabelle is slegs persone wat voltyds werk ingesluit. Tabel 5 verskaf egter inligting vir voltydse sowel as deeltydse persone volgens ure per week gewerk.

3.9 Ekonomiese sektor

Die respondente het die vernaamste aktiwiteit of besigheid waarby hulle werkgewer betrokke is, uit die volgende bedrywe gekies:

- Landbou, bosbou en visserye
- Mynwese en steengroefwerk
- Fabriekswese (insluitend vervaardiging, verwerking, drukwerk en uitgewery)
- Elektrisiteit, gas en watervoorsiening (insluitend opwekking, produksie, suiwering en verspreiding)
- Bou en konstruksie
- Handel (groot-, klein - en motorhandel, herstelwerk, spyseniering- en akkommodasiedienste)
- Vervoer, opberging en kommunikasie
- Finansiële, versekerings-, vaste-eiendom en besigheidsdienste
- Gemeenskaps-, maatskaplike en persoonlike dienste.

4. ONTLEDINGS EN BEVINDINGE

Die belangrikste resultate van die opname verskyn in tabelle 1 tot 9. Die tabelle is grootliks selfverduidelikend en word dus nie in besonderhede bespreek nie.

Wanneer die inkomste in verskillende kategorieë met mekaar vergelyk word, is dit belangrik om werkervaring (en ouderdom wat hiermee verband hou) en werkure in gedagte te hou. Om hierdie rede word dié inligting ook in die tabelle gegee. In die algemeen beskik werknemers in die openbare sektor byvoorbeeld oor meer werkervaring as hulle eweknieë in die private sektor. Selfgeëmplojeerdes het gewoonlik ook meer werkervaring en werk langer ure as werknemers.

Indien minder as tien persone in 'n kategorie voorkom, word die inligting nie in die tabelle aangetoon nie om die anonimiteit van respondente te beskerm en ook om te verseker dat die aangeduide inkomstesyfers gebaseer is op 'n redelike aantal respondente se inligting. Hierdie

in the calculations of subtotals of the income figures for the different occupational groups.

It will be noticed that all the occupations are not analysed according to all the variables. The main reason for this is that the number of persons in certain categories is too small with the result that meaningful analyses of those groups were not possible.

Table 1 reflects the income of graduates working full time according to employer sector and occupation. Separate tables are also given for men and women.

In addition to employer sector and occupation a further breakdown is given in Tables 2 to 8 according to geographical region, post level, work experience, working hours, economic sector, gender and population group. In these tables subtotals are not given for all the occupations. Occupational headings therefore do not necessarily apply to the occupations which follow.

The field of study and level of qualification referred to in Table 9 are the highest a person has attained. In the case where a person obtained more than one degree on the same level, the most recent qualification was used for the classification.

kategorieë se inligting is wel in aanmerking geneem by die berekening van subtotale van die inkomstesyfers vir die verskillende beroepsgroepe.

Daar sal opgemerk word dat al die beroepe nie volgens al die veranderlikes ontleed word nie. Die rede hiervoor is dat die getal persone in sekere kategorieë te klein is, met die gevolg dat geen sinvolle ontledings vir die groepe moontlik was nie.

Tabel 1 reflekteer die inkomste van gegradueerdes wat voltyds werk volgens werkgewersektor en beroep. Afsonderlike tabelle word ook vir mans en vroue verskaf.

Benewens beroep en werkgewersektor word die inkomste in tabelle 2 tot 8 ontleed volgens geografiese gebied, posvlak, werkervaring, werkure, ekonomiese sektor, geslag en bevolkingsgroep. In hierdie tabelle word die subtotale nie vir al die beroepe gegee nie. Die beroepsopskrifte geld dus nie noodwendig vir die beroepe wat daarna volg soos die geval in tabel 1 is nie.

Die studierigting en kwalifikasievlak waarna in tabel 9 verwys word, is dié van 'n persoon se hoogste kwalifikasie. Sou die persoon meer as een kwalifikasie op dieselfde vlak behaal het, is die persoon se jongste kwalifikasie vir die indeling gebruik.

TABLE 1(a)

MEDIAN INCOME OF GRADUATES WORKING FULL TIME ACCORDING TO EMPLOYER SECTOR AND OCCUPATION

TABEL 1(a)

MEDIAANINKOMSTE VAN GEGRADUEERDES WAT VOLTYDS WERK VOLGENS WERKGEWERSEKTOR EN BEROEP

EMPLOYEES: PUBLIC SECTOR

WERKNEMERS: OPENBARE SEKTOR

OCCUPATION	MEDIAN #			SALARY				PACKAGE		BEROEP
	A	E	H	N**	25%	Me	75%	N	Me	
11 ENGINEER, ARCHITECT & RELATED	40	16	42	655	77400	102000	117100	586	133100	INGENIEUR, ARGITEK & VERWANTE BEROEPE
111 ENGINEER	41	17	42	446	79700	103400	123600	409	140000	INGENIEUR
•Chemical engineer	33	9	41	16	54900	84900	123100	14	103700	•Chemiese ingenieur
•Electrical engineer and related	33	10	40	99	72800	99000	125800	91	139900	•Elektriese en verwante ingenieur
Electrical engineer	42	18	38	46	91200	111100	134200	45	152400	Elektriese ingenieur
Electronic engineer	30	6	41	53	65300	86000	110500	46	119000	Elektroniese ingenieur
•Agricultural engineer	37	14	45	13	84000	101800	111200	12	147400	•Landbouingenieur
•Mechanical engineer	31	8	42	67	64300	91000	121000	60	120000	•Meganiese ingenieur
•Civil engineer	43	20	42	236	91900	107700	123100	219	146000	•Siviele ingenieur
117 ARCHITECT AND RELATED OCCUPATIONS	39	15	40	194	73700	96200	111200	162	123200	ARGITEK EN VERWANTE BEROEPE
•Architect	46	19	39	38	84500	102600	111200	32	131700	•Argitek
•Quantity surveyor	44	20	38	33	91000	101000	111200	30	136800	•Bourekenaar
•Town and regional planner	34	10	40	109	69300	82000	109800	90	109100	•Stads- en streeksbeplanner
•Land surveyor	43	21	38	14	95500	109600	112000	10	135900	•Landmeter
OCCUPATION	A	E	H	N**	25%	Me	75%	N	Me	BEROEP
	MEDIAAN#			SALARIS				PAKKET		

\# Median value of: A = Age E = Years work experience H = Hours worked per week
Mediaanwaarde van: A = Ouderdom E = Jare werkervaring H = Ure per week gewerk

** N : Number of persons in category on which median income is based
N : Getal persone in kategorie waarop mediaaninkomste gebaseer is

(Continued)

(Vervolg)

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TABLE 1(a) (CONTINUED)

TABEL 1(a) (VERVOLG)

EMPLOYEES: PRIVATE SECTOR

WERKNEMERS: PRIVATE SEKTOR

OCCUPATION	MEDIAN #			SALARY				PACKAGE		BEROEP
	A	E	H	N	25%	Me	75%	N	Me	
11 ENGINEER, ARCHITECT & RELATED	32	8	42	1236	70400	94400	129000	1140	128000	INGENIEUR,ARGITEK & VERWANTE BEROEPE
111 ENGINEER	32	9	42	1015	75000	100000	132600	940	135600	INGENIEUR
•Industrial/production engineer	28	5	43	44	77500	98600	123400	40	135900	•Bedryfs-/ produksie-ingenieur
•Chemical engineer	32	8	42	104	76700	102000	136600	96	142800	•Chemiese ingenieur
•Electrical engineer and related	32	8	42	248	78400	102500	132700	225	140800	•Elektriese en verwante ingenieur
Electrical engineer	33	9	42	140	81800	111200	138300	126	143100	Elektriese ingenieur
Electronic engineer	31	6	42	102	70200	94800	125000	93	128000	Elektroniese ingenieur
•Mechanical engineer	30	6	42	230	71500	90000	121700	217	123600	•Meganiese ingenieur
•Metallurgical engineer	32	8	42	64	75700	108000	148000	58	152700	•Metallurgiese ingenieur
•Mining engineer	36	11	47	38	85600	120000	162000	36	173800	•Mynbouingenieur
•Civil engineer	38	14	43	262	77000	102200	136800	248	134600	•Siviele ingenieur
•Quality controller	31	7	42	14	48000	55100	89200	13	77400	•Kwaliteitskontrolebeampte
117 ARCHITECT AND RELATED OCCUPATIONS	31	6	42	201	54000	74400	95000	182	87500	ARGITEK EN VERWANTE BEROEPE
•Architect	33	6	43	69	55900	69900	92500	62	82100	•Argitek
•Quantity surveyor	33	8	42	83	55200	80200	108000	78	103600	•Bourekenaar
•Town and regional planner	27	4	42	39	42000	64000	84000	36	65800	•Stads- en streeksbeplanner
•Land surveyor	28	4	44	10	65000	78700	114100			•Landmeter
OCCUPATION	A	E	H	N	25%	Me	75%	N	Me	BEROEP
	MEDIAAN#			SALARIS				PAKKET		

SELF-EMPLOYED

SELFGEEMPLOJEERD

OCCUPATION	MEDIAN #			SALARY				PACKAGE		BEROEP
	A	E	H	N	25%	Me	75%	N	Me	
11 ENGINEER, ARCHITECT & RELATED	46	23	46	779	100000	140000	200000	764	150000	INGENIEUR,ARGITEK & VERWANTE BEROEPE
111 ENGINEER	46	23	47	333	120000	163000	220000	329	188000	INGENIEUR
•Electrical engineer and related	44	22	48	63	100000	150000	210000	63	167200	•Elektriese en verwante ingenieur
Electrical engineer	46	23	51	46	108000	150000	232000	47	172100	Elektriese ingenieur
Electronic engineer	37	14	47	16	80000	105000	175000	15	110000	Elektroniese ingenieur
•Mechanical engineer	45	21	46	35	130000	174000	240000	35	200000	•Meganiese ingenieur
•Civil engineer	46	23	47	206	120000	170400	227400	202	199500	•Siviele ingenieur
117 ARCHITECT AND RELATED OCCUPATIONS	46	23	46	445	85000	120000	165000	434	130000	ARGITEK EN VERWANTE BEROEPE
•Architect	50	25	46	184	70000	120000	156200	180	120000	•Argitek
•Quantity surveyor	45	24	44	148	100000	130100	170000	144	140900	•Bourekenaar
•Town and regional planner	42	19	48	48	104000	130000	210500	48	146000	•Stads- en streeksbeplanner
•Land surveyor	45	22	47	65	90000	120000	150000	62	120000	•Landmeter
OCCUPATION	A	E	H	N	25%	Me	75%	N	Me	BEROEP
	MEDIAAN#			SALARIS				PAKKET		

\# Median value of: A = Age E = Years work experience H = Hours worked per week
Mediaanwaarde van: A = Ouderdom E = Jare werkervaring H = Ure per week gewerk

TABLE 1(b)

MEDIAN INCOME OF GRADUATE MEN WORKING FULL TIME ACCORDING TO EMPLOYER SECTOR AND OCCUPATION

TABEL 1(b)

MEDIAANINKOMSTE VAN GEGRADUEERDE MANS WAT VOLTYDS WERK VOLGENS WERKGEWERSEKTOR EN BEROEP

MALE EMPLOYEES: PUBLIC SECTOR

MANLIKE WERKNEMERS: OPENBARE SEKTOR

OCCUPATION	MEDIAN #			SALARY				PACKAGE		BEROEP
	A	E	H	N**	25%	Me	75%	N	Me	
11 ENGINEER, ARCHITECT & RELATED	41	17	42	600	80000	102900	120000	540	137300	INGENIEUR,ARGITEK & VERWANTE BEROEPE
111 ENGINEER	41	17	42	434	80300	103500	125000	399	140200	INGENIEUR
•Chemical engineer	33	9	41	15	55700	90000	130000	13	105300	•Chemiese ingenieur
•Electrical engineer and related	33	10	40	97	73000	99500	125800	90	140100	•Elektriese en verwante ingenieur
Electrical engineer	42	18	38	45	92700	112200	134200	44	153600	Elektriese ingenieur
Electronic engineer	30	6	41	52	65300	88000	112100	46	119000	Elektroniese ingenieur
•Agricultural engineer	37	14	45	13	84000	101800	111200	12	147400	•Landbouingenieur
•Mechanical engineer	32	8	42	66	64300	85500	121000	59	119700	•Meganiese ingenieur
•Civil engineer	43	20	42	232	91900	107200	23100	216	145700	•Siviele ingenieur
117 ARCHITECT AND RELATED OCCUPATIONS	42	17	40	159	80900	100700	111600	134	130500	ARGITEK EN VERWANTE BEROEPE
•Architect	47	20	41	35	85200	102900	113000	29	132900	•Argitek
•Quantity surveyor	46	21	39	31	91000	102900	111200	28	137600	•Bourekenaar
•Town and regional planner	37	13	40	81	72500	93700	111600	68	121300	•Stads- en streeksbeplanner
•Land surveyor	45	21	38	12	99200	111100	117300			•Landmeter
OCCUPATION	A	E	H	N**	25%	Me	75%	N	Me	BEROEP
	MEDIAAN#			SALARIS				PAKKET		

\# Median value of: A = Age E = Years work experience H = Hours worked per week
Mediaanwaarde van: A = Ouderdom E = Jare werkervaring H = Ure per week gewerk

** N : Number of persons in category on which median income is based
N : Getal persone in kategorie waarop mediaaninkomste gebaseer is

(Continued)

(Vervolg)

TABLE 1(b) (CONTINUED)

TABEL 1(b) (VERVOLG)

MALE EMPLOYEES: PRIVATE SECTOR

MANLIKE WERKNEMERS: PRIVATE SEKTOR

OCCUPATION	MEDIAN #			SALARY				PACKAGE		BEROEP
	A	E	H	N	25%	Me	75%	N	Me	
11 ENGINEER, ARCHITECT & RELATED	33	9	42	1121	73400	98000	130000	1041	132100	INGENIEUR,ARGITEK & VERWANTE BEROEPE
111 ENGINEER	33	9	42	957	76000	101400	135000	892	137300	INGENIEUR
•Industrial/production engineer	29	5	46	37	78000	105200	127000	34	139800	•Bedryfs-/ produksie-ingenieur
•Chemical engineer	32	9	42	93	78800	105600	138000	87	145800	•Chemiese ingenieur
•Electrical engineer and related	32	8	42	239	78800	104000	133000	217	142200	•Elektriese en verwante ingenieur
Electrical engineer	33	9	42	137	82400	111400	138000	124	144900	Elektriese ingenieur
Electronic engineer	31	7	42	96	71000	95400	126200	87	136600	Elektroniese ingenieur
•Mechanical engineer	31	6	42	221	72300	90000	121400	209	125200	•Meganiese ingenieur
•Metallurgical engineer	32	9	43	59	76000	113600	162400	54	158100	•Metallurgiese ingenieur
•Mining engineer	36	11	47	38	85600	120000	162000	36	173800	•Mynbouingenieur
•Civil engineer	38	14	43	249	78000	102700	138000	238	135000	•Siviele ingenieur
117 ARCHITECT AND RELATED OCCUPATIONS	33	7	42	152	57000	80000	107100	137	96000	ARGITEK EN VERWANTE BEROEPE
•Architect	36	8	44	50	58500	75200	100000	44	86400	•Argitek
•Quantity surveyor	33	8	42	72	55200	82100	109500	69	105000	•Bourekenaar
•Town and regional planner	29	3	42	21	50000	71500	88000	19	77600	•Stads- en streeksbeplanner
OCCUPATION	A	E	H	N	25%	Me	75%	N	Me	BEROEP
	MEDIAAN#			SALARIS				PAKKET		

SELF-EMPLOYED MEN

SELFGEËMPLOJEERDE MANS

OCCUPATION	MEDIAN #			SALARY				PACKAGE		BEROEP
	A	E	H	N	25%	Me	75%	N	Me	
11 ENGINEER, ARCHITECT & RELATED	46	23	46	747	100000	140000	200000	733	151500	INGENIEUR,ARGITEK & VERWANTE BEROEPE
111 ENGINEER	46	23	47	326	120000	168600	222000	322	190000	INGENIEUR
•Electrical engineer and related	44	22	48	62	100000	150000	210000	62	167800	•Elektriese en verwante ingenieur
Electrical engineer	46	23	51	45	108000	150000	232000	46	175600	Elektriese ingenieur
Electronic engineer	37	14	47	16	80000	105000	175000	15	110000	Elektroniese ingenieur
•Mechanical engineer	46	23	46	34	130000	175300	240000	34	200000	•Meganiese ingenieur
•Civil engineer	46	23	47	202	120000	171100	227400	198	200000	•Siviele ingenieur
117 ARCHITECT AND RELATED OCCUPATIONS	47	24	46	421	90000	120000	166000	411	130200	ARGITEK EN VERWANTE BEROEPE
•Architect	51	25	46	168	80000	120000	156200	165	120000	•Argitek
•Quantity surveyor	45	24	44	144	100000	134500	170000	140	147500	•Bourekenaar
•Town and regional planner	42	19	48	45	108000	130000	220000	45	142000	•Stads- en streeksbeplanner
•Land surveyor	45	23	47	64	88500	120000	150000	61	120000	•Landmeter
OCCUPATION	A	E	H	N	25%	Me	75%	N	Me	BEROEP
	MEDIAAN#			SALARIS				PAKKET		

\# Median value of: A = Age E = Years work experience H = Hours worked per week
Mediaanwaarde van: A = Ouderdom E = Jare werkervaring H = Ure per week gewerk

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TABLE 1(c)

MEDIAN INCOME OF GRADUATE WOMEN WORKING FULL TIME ACCORDING TO EMPLOYER SECTOR AND OCCUPATION

TABEL 1(c)

MEDIAANINKOMSTE VAN GEGRADUEERDE VROUE WAT VOLTYDS WERK VOLGENS WERKGEWERSEKTOR EN BEROEP

FEMALE EMPLOYEES: PUBLIC SECTOR

VROULIKE WERKNEMERS: OPENBARE SEKTOR

OCCUPATION	MEDIAN #			SALARY				PACKAGE		BEROEP
	A	E	H	N**	25%	Me	75%	N**	Me	
11 ENGINEER, ARCHITECT & RELATED	29	6	38	49	65000	73600	88200	41	89700	INGENIEUR, ARGITEK & VERWANTE BEROEP
111 ENGINEER	26	4	40	10	47400	82000	111000			INGENIEUR
117 ARCHITECT AND RELATED OCCUPATIONS	29	6	38	32	66500	75800	88300	25	91800	ARGITEK EN VERWANTE BEROEPE
•Town and regional planner	29	6	40	26	66100	75800	81100	20	90800	•Stads- en streeksbeplanner
OCCUPATION	A	E	H	N	25%	Me	75%	N	Me	BEROEP
	MEDIAAN#			SALARIS				PAKKET		

FEMALE EMPLOYEES: PRIVATE SECTOR

VROULIKE WERKNEMERS: PRIVATE SEKTOR

OCCUPATION	MEDIAN #			SALARY				PACKAGE		BEROEP
	A	E	H	N	25%	Me	75%	N	Me	
11 ENGINEER, ARCHITECT & RELATED	28	4	42	102	51300	70600	86700	87	78100	INGENIEUR, ARGITEK & VERWANTE BEROEP
111 ENGINEER	27	4	42	47	64500	82300	98400	38	115600	INGENIEUR
•Chemical engineer	26	3	45	10	67200	86300	98000			•Chemiese ingenieur
•Civil engineer	29	7	45	11	63100	77500	110000			•Siviele ingenieur
117 ARCHITECT AND RELATED OCCUPATIONS	28	4	42	48	44300	60300	75200	44	66400	ARGITEK EN VERWANTE BEROEPE
•Architect	30	5	42	18	42900	59700	81000	17	60500	•Argitek
•Quantity surveyor	38	6	39	11	56500	69700	82300			•Bourekenaar
•Town and regional planner	26	4	42	18	40800	51000	74400	17	61200	•Stads- en streeksbeplanner
OCCUPATION	A	E	H	N	25%	Me	75%	N	Me	BEROEP
	MEDIAAN#			SALARIS				PAKKET		

SELF-EMPLOYED WOMEN

SELFGEËMPLOJEERDE VROUE

OCCUPATION	MEDIAN #			SALARY				PACKAGE		BEROEP
	A	E	H	N	25%	Me	75%	N	Me	
11 ENGINEER, ARCHITECT & RELATED	36	13	46	23	50000	75000	150000	22	97500	INGENIEUR, ARGITEK & VERWANTE BEROEP
117 ARCHITECT AND RELATED OCCUPATIONS	36	13	46	19	45000	60000	130000	18	74400	ARGITEK EN VERWANTE BEROEPE
•Architect	45	18	46	12	45000	60000	115000	11	65400	•Argitek
OCCUPATION	A	E	H	N**	25%	Me	75%	N	Me	BEROEP
	MEDIAAN#			SALARIS				PAKKET		

\# Median value of: A = Age E = Years work experience H = Hours worked per week
Mediaanwaarde van: A = Ouderdom E = Jare werkervaring H = Ure per week gewerk

** N : Number of persons in category on which median income is based
N : Getal persone in kategorie waarop mediaaninkomste gebaseer is

TABLE 2

MEDIAN INCOME OF GRADUATES WORKING FULL TIME ACCORDING TO OCCUPATION, REGION AND EMPLOYER SECTOR

TABEL 2

MEDIAAN INKOMSTE VAN GEGRADUEERDES WAT VOLTYDS WERK VOLGENS BEROEP, GEOGRAFIESE GEBIED EN WERKGEWERSEKTOR

GEOGRAPHICAL REGION**	PUBLIC SECTOR					PRIVATE SECTOR					SELF-EMPLOYED					GEOGRAFIESE GEBIED**
	**	SALARY		PACKAGE		**	SALARY		PACKAGE		**	SALARY		PACKAGE		
		N	RAND	N	RAND		N	RAND	N	RAND		N	RAND	N	RAND	
111 ENGINEER																**INGENIEUR**
Johannesburg	9	40	100400	36	120300	11	199	110000	183	150000	28	80	185000	81	212500	Johannesburg
Pretoria	14	147	103000	136	136500	8	157	101400	145	141200	20	74	174500	74	192600	Pretoria
Rest:Gauteng	18	41	123000	35	183400	8	171	100000	160	131400	22	20	147000	19	171000	Res:Gauteng
Mpumalanga	17	10	108900	10	149600	6	78	86300	69	128000						Oos-Transvaal
Northern Prov.						10	11	93600	11	131600						Noord-Prov.
North West						5	29	92100	28	159600						Noordwes
Durban,Pinetown	20	28	107600	27	145300	10	60	98800	54	133100	29	28	150800	27	218800	Durban,Pinetown
R:KwaZulu/Natal	21	33	111600	31	160000	10	61	106500	58	136600	24	11	200000	11	232200	R:KwaZulu/Natal
Eastern Cape	19	21	102900	20	137500	10	23	96900	23	145100	24	17	150000	15	150000	Oos-Kaap
Cape Town	15	62	99000	55	122300	8	110	95700	104	123000	21	50	150000	50	159500	Kaapstad
R:Western Cape	18	24	102700	23	135500	12	39	101400	35	141400	18	17	158000	16	169000	Res:Wes-Kaap
Northern Cape						9	17	106400	15	150000						Noord Kaap
Free State	19	20	102900	18	153600	6	59	86700	54	131500	29	11	220000	11	220000	Vrystaat
•Chemical engineer																•Chemiese ingenieur
Johannesburg						7	25	104000	25	128100						Johannesburg
Rest:Gauteng						7	20	101700	18	146000						Res:Gauteng
Mpumalanga						6	17	95000	15	140500						Oos-Transvaal
Free State						5	14	89500	14	128000						Vrystaat
•Electrical engineer and related																•Elektriese en verwante ingenieur
Johannesburg						12	45	120300	40	163000	21	18	165000	18	180000	Johannesburg
Pretoria	7	41	91000	37	115500	8	55	108300	50	151800	20	17	120000	18	164200	Pretoria
Rest:Gauteng	19	12	129200	10	202000	7	43	102000	41	132700						Res:Gauteng
Mpumalanga						5	16	82800	14	110900						Oos-Transvaal
Durban,Pinetown						9	15	94400	13	116400						Durban,Pinetown
R:KwaZulu/Natal						7	13	100800	12	136800						R:KwaZulu/Natal
Cape Town	10	13	95200	12	123500	8	29	101400	27	135400	22	12	137500	12	140200	Kaapstad
R:Western Cape						12	10	105400								Res:Wes-Kaap
Free State						3	11	78000	10	114800						Vrystaat
Electrical engineer																Elektriese ingenieur
Johannesburg						13	34	120800	29	165300	22	15	180000	15	180000	Johannesburg
Pretoria	17	12	107600	12	135100	6	13	113600	11	160900						Pretoria
Rest:Gauteng						6	32	98800	30	131200						Res:Gauteng
R:KwaZulu/Natal						8	12	107900	12	136800						R:KwaZulu/Natal
Cape Town						10	17	112100	16	146700	24	10	132400	10	138000	Kaapstad
Electronic engineer																Elektroniese ingenieur
Johannesburg						11	10	117400	10	157500						Johannesburg
Pretoria	5	29	80300	25	113400	8	40	106000	37	151000						Pretoria
Rest:Gauteng						7	11	116900	11	148000						Res:Gauteng
Durban,Pinetown						7	10	79400								Durban,Pinetown
Cape Town						5	12	63700	11	74300						Kaapstad

GEOGRAPHICAL REGION**	**	N	RAND	N	RAND	**	N	RAND	N	RAND	**	N	RAND	N	RAND	GEOGRAFIESE GEBIED**
		SALARIS		PAKKET			SALARIS		PAKKET			SALARIS		PAKKET		
		OPENBARE SEKTOR					PRIVATE SEKTOR					SELFGEËMPLOJEERD				

** Median years work experience
** See Page 5 for complete list of regions

** Mediaan jare werkervaring
** Kyk bladsy 5 vir volledige lys van gebiede

(Continued)

(Vervolg)

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TABLE 2 (CONTINUED) TABEL 2 (VERVOLG)

GEOGRAPHICAL REGION**	PUBLIC SECTOR					PRIVATE SECTOR					SELF-EMPLOYED					GEOGRAFIESE GEBIED**
	**	SALARY		PACKAGE		**	SALARY		PACKAGE		**	SALARY		PACKAGE		
		N	RAND	N	RAND		N	RAND	N	RAND		N	RAND	N	RAND	
•Mechanical engineer																•Meganiese ingenieur
Johannesburg	9	34	97000	31	126600	4	39	84900	35	115000	18	10	178000	10	182900	Johannesburg
Pretoria						8	32	99000	32	144000						Pretoria
Rest:Gauteng						5	45	90000	42	115500						Res:Gauteng
Mpumalanga						4	21	80800	20	115400						Oos-Transvaal
R:KwaZulu/Natal						9	10	106500	10	148700						R:KwaZulu/Natal
Cape Town						7	31	90000	30	113300						Kaapstad
R:Western Cape						12	12	94700	11	141600						Res:Wes-Kaap
Free State						10	15	100000	12	146900						Vrystaat
•Civil engineer																•Siviele ingenieur
Johannesburg	21	18	112400	16	161300	18	59	106000	56	148000	30	44	191000	44	220000	Johannesburg
Pretoria	22	57	106900	53	139800	10	41	100000	38	126400	22	42	176700	41	212500	Pretoria
Rest:Gauteng	20	21	117000	18	179400	8	24	99500	22	130800	21	10	132000	10	168000	Res:Gauteng
Durban,Pinetown	21	17	103500	17	149100	14	29	104000	28	136000	30	21	160000	20	219400	Durban,Pinetown
R:KwaZulu/Natal	24	23	117000	23	165800	20	22	103500	21	133300	24	11	200000	11	232200	R:KwaZulu/Natal
Eastern Cape	21	16	103200	15	141300	10	13	91000	13	115500	27	12	145000	11	145300	Oos-Kaap
Cape Town	17	39	102300	35	122300	13	42	96200	40	124900	21	31	154400	30	156000	Kaapstad
R:Western Cape	22	10	107000													Res:Wes-Kaap
Free State	31	12	116500	11	154800						29	11	220000	11	220000	Vrystaat
•Architect																•Argitek
Johannesburg						6	18	64900	18	79200	32	29	144000	26	156800	Johannesburg
Pretoria	18	16	103500	14	131700	6	13	71400	12	79100	27	22	120000	23	124800	Pretoria
Durban,Pinetown											21	22	120000	21	150000	Durban,Pinetown
Eastern Cape											25	20	121700	18	126700	Oos-Kaap
Cape Town	31	10	102800	10	129300	11	18	74200	17	88400	25	32	92000	32	100000	Kaapstad
R:Western Cape											22	12	85000	13	85000	Res:Wes-Kaap
Free State											17	15	120000	15	123600	Vrystaat
•Quantity surveyor																•Bourekenaar
Johannesburg						9	16	92600	16	117400	22	23	150000	23	159800	Johannesburg
Pretoria	18	22	102000	21	136200	7	15	77100	14	100600	27	28	123500	28	137800	Pretoria
Rest:Gauteng						6	10	74800								Res:Gauteng
Durban,Pinetown											24	17	123000	17	150000	Durban,Pinetown
Cape Town						11	14	75000	12	92200	26	22	163000	21	170000	Kaapstad
Free State						13	13	81500	13	90000	20	15	120000	15	130000	Vrystaat
•Town and regional planner																•Stads- en streeksbeplanner
Johannesburg	10	10	97700													Johannesburg
Pretoria	13	21	109800	16	126200	4	11	76100	10	76100	25	12	161000	12	171000	Pretoria
Rest:Gauteng	13	19	96000	16	116000											Res:Gauteng
Cape Town	7	16	86500	15	106800											Kaapstad
R:Western Cape	7	10	72500													Res:Wes-Kaap

GEOGRAPHICAL REGION**	**	N	RAND	N	RAND	**	N	RAND	N	RAND	**	N	RAND	N	RAND	GEOGRAFIESE GEBIED**
		SALARIS		PAKKET			SALARIS		PAKKET			SALARIS		PAKKET		
		OPENBARE SEKTOR					PRIVATE SEKTOR					SELFGEËMPLOJEERD				

** Median years work experience
** See Page 5 for complete list of regions

** Mediaan jare werkervaring
** Kyk bladsy 5 vir volledige lys van gebiede

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TABLE 3

MEDIAN INCOME OF GRADUATES WORKING FULL TIME ACCORDING TO OCCUPATION, POST LEVEL AND EMPLOYER SECTOR

TABEL 3

MEDIAAN INKOMSTE VAN GEGRADUEERDES WAT VOLTYDS WERK VOLGENS BEROEP, POSVLAK EN WERKGEWERSEKTOR

POST LEVEL	PUBLIC SECTOR					PRIVATE SECTOR					SELF-EMPLOYED					POS-VLAK
	**	SALARY		PACKAGE		**	SALARY		PACKAGE		**	SALARY		PACKAGE		
		N	RAND	N	RAND		N	RAND	N	RAND		N	RAND	N	RAND	
111 ENGINEER																INGENIEUR
Junior	2	60	58400	51	72400	2	174	62700	152	75400						Junior
Middle	8	128	90800	116	120200	6	395	90000	363	123400						Middel
Senior	21	169	111800	159	154800	15	336	125000	320	166400	18	51	140000	51	162000	Senior
Top	27	67	136400	64	197000	22	85	173000	82	220500	23	252	174500	247	200000	Top
•Industrial/production engineer																•Bedryfs-/ produksie-ingenieur
Junior						2	10	71500								Junior
Middle						5	23	98800	20	136800						Middel
•Chemical engineer																•Chemiese ingenieur
Junior						2	21	66500	19	73800						Junior
Middle						7	46	98100	40	139900						Middel
Senior						18	30	133700	30	187200						Senior
•Electrical engineer and related																•Elektriese en verwante ingenieur
Junior	2	21	61100	17	71200	2	40	64100	37	75200						Junior
Middle	7	32	91800	28	115300	6	102	91300	91	127000						Middel
Senior	18	31	114400	31	161100	11	86	122000	80	168300	20	14	147500	14	158700	Senior
Top	22	13	142900	13	213000	24	17	183000	15	264300	22	42	150000	42	172600	Top
Electrical engineer																Elektriese ingenieur
Junior						2	27	64500	24	76700						Junior
Middle	10	13	95000	13	126700	6	48	100400	43	133700						Middel
Senior	21	20	115100	20	155600	12	52	121800	47	169900						Senior
Top						25	11	181100	10	259900	23	33	150000	34	179500	Top
Electronic engineer																Elektroniese ingenieur
Junior	2	16	59200	13	68100	2	13	58500	13	64000						Junior
Middle	5	19	80300	15	102100	6	51	83200	45	105300						Middel
Senior	17	11	114400	11	165300	10	31	124000	30	163800						Senior
•Mechanical engineer																•Meganiese ingenieur
Junior	2	18	58000	16	68900	2	48	60300	43	76000						Junior
Middle	7	20	78500	19	115000	5	101	88400	98	122600						Middel
Senior	21	22	116200	19	150200	16	60	122200	56	167500						Senior
Top						22	15	171500	14	207700	29	26	187000	25	200000	Top
•Metallurgical engineer																•Metallurgiese ingenieur
Middle						5	26	84100	25	131600						Middel
Senior						15	24	145000	21	200100						Senior

POST LEVEL	**	N	RAND	N	RAND	**	N	RAND	N	RAND	**	N	RAND	N	RAND	POS-VLAK
		SALARIS		PAKKET			SALARIS		PAKKET			SALARIS		PAKKET		
RIENCE		OPENBARE SEKTOR					PRIVATE SEKTOR					SELFGEËMPLOJEERD				

** Median years work experience (Continued)

** Mediaan jare werkervaring (Vervolg)

TABLE 3 (CONTINUED)

TABEL 3 (VERVOLG)

POST LEVEL	PUBLIC SECTOR					PRIVATE SECTOR					SELF-EMPLOYED					POS-VLAK
	••	SALARY		PACKAGE		••	SALARY		PACKAGE		••	SALARY		PACKAGE		
		N	RAND	N	RAND		N	RAND	N	RAND		N	RAND	N	RAND	
•Civil engineer																•Siviele ingenieur
Junior	3	15	65000	13	90300	2	30	56600	25	69100						Junior
Middle	14	61	91700	56	120700	8	77	85000	70	114400						Middel
Senior	21	100	111200	94	153800	18	112	116800	110	147700	19	23	130000	23	177000	Senior
Top	27	46	131600	45	193600	22	32	161500	32	206500	24	165	175000	161	214800	Top
•Architect																•Argitek
Junior						3	12	49200	11	53000						Junior
Middle	8	11	74400			5	22	65000	18	82100						Middel
Senior	22	19	102900	17	134000	18	24	89100	23	97600	18	14	115000	12	131500	Senior
Top						22	10	87300			27	152	120000	150	120000	Top
•Quantity surveyor																•Bourekenaar
Junior						3	15	50700	14	57300						Junior
Middle	14	10	94700	10	122200	6	26	72900	23	100000						Middel
Senior	24	19	103400	16	137100	18	37	95000	37	127000	18	11	120000	11	120000	Senior
Top											24	129	140000	125	150000	Top
•Town and regional planner																•Stads- en streeksbeplanner
Junior	3	13	61200	12	74600	1	14	41100	14	47500						Junior
Middle	6	47	80000	40	96300	4	14	67800	12	72700						Middel
Senior	15	34	98700	28	131200	9	10	86300								Senior
Top	21	12	116700								19	38	145000	38	160800	Top
•Land surveyor																•Landmeter
Senior											14	11	150000	11	150000	Senior
Top											27	49	120000	46	120000	Top

POST LEVEL / RIENCE	••	PUBLIC SECTOR / OPENBARE SEKTOR				••	PRIVATE SECTOR / PRIVATE SEKTOR				••	SELF-EMPLOYED / SELFGEËMPLOJEERD				POS-VLAK
		SALARIS		PAKKET			SALARIS		PAKKET			SALARIS		PAKKET		
		N	RAND	N	RAND		N	RAND	N	RAND		N	RAND	N	RAND	

•• Median years work experience

•• Mediaan jare werkervaring

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TABLE 4

MEDIAN INCOME OF GRADUATES WORKING FULL TIME ACCORDING TO OCCUPATION, WORK EXPERIENCE AND EMPLOYER SECTOR

TABEL 4

MEDIAAN INKOMSTE VAN GEGRADUEERDES WAT VOLTYDS WERK VOLGENS BEROEP, WERKERVARING EN WERKGEWERSEKTOR

YEARS WORK EXPE-RIENCE	PUBLIC SECTOR					PRIVATE SECTOR					SELF-EMPLOYED					JARE WERK-ERVARING
	••	SALARY		PACKAGE		••	SALARY		PACKAGE		••	SALARY		PACKAGE		
		N	RAND	N	RAND		N	RAND	N	RAND		N	RAND	N	RAND	
111 ENGINEER																**INGENIEUR**
< 3	39	48	55500	40	67400	42	188	62700	163	74300						< 3
3 - 7	38	80	74500	72	100300	42	263	83200	249	117100						3 - 7
8 - 12	43	56	101900	52	135600	43	200	108000	181	143100	51	33	140000	32	142000	8 - 12
13 - 17	43	52	107000	50	150100	45	103	131000	100	173600	47	43	138800	43	173000	13 - 17
18 - 22	43	71	113200	68	154900	46	86	136600	82	176300	50	85	170000	85	210000	18 - 22
23+	42	142	120000	130	161800	43	175	144000	166	186000	46	192	160000	190	185500	23+
•Industrial/production engineer																•Bedryfs-/ produksie-ingenieur
< 3						41	15	77000	13	88100						< 3
3 - 7						47	16	91700	14	126300						3 - 7
•Chemical engineer																•Chemiese ingenieur
< 3						42	20	64700	18	73800						< 3
3 - 7						42	28	89500	26	120500						3 - 7
8 - 12						40	19	108700	17	147600						8 - 12
23+						41	21	134000	20	190500						23+
•Electrical engineer and related																•Elektriese en verwante ingenieur
< 3	38	18	61100	16	68100	42	40	60900	37	70100						< 3
3 - 7	38	25	75800	21	102100	42	77	86000	72	124800						3 - 7
8 - 12	46	14	112900	13	152400	43	61	116300	50	157400	54	11	138000	11	144000	8 - 12
13 - 17						44	27	130000	26	182500						13 - 17
18 - 22	44	12	125800	12	154300	46	13	142000	13	192200	48	17	180000	17	192000	18 - 22
23+	37	23	113600	22	157200	42	30	159500	27	195900	47	29	150000	29	162000	23+
•Mechanical engineer																•Meganiese ingenieur
< 3	41	14	54200	12	67400	42	58	62600	51	75800						< 3
3 - 7	38	18	73800	17	97700	42	66	85000	67	119500						3 - 7
8 - 12						43	41	104300	39	136600						8 - 12
13 - 17						49	18	137300	17	180100						13 - 17
18 - 22						47	15	114000	13	166600						18 - 22
23+	42	16	126200	14	154900	43	31	130500	29	172700	44	23	136000	24	182100	23+
•Metallurgical engineer																•Metallurgiese ingenieur
< 3						42	14	69600	13	87600						< 3
3 - 7						42	18	82000	15	131600						3 - 7
8 - 12						43	12	136000	12	202000						8 - 12
23+						46	13	182900	11	243700						23+

YEARS WORK EXPE-RIENCE	••	N	RAND	N	RAND	••	N	RAND	N	RAND	••	N	RAND	N	RAND	JARE WERK-ERVARING
		SALARIS		PAKKET			SALARIS		PAKKET			SALARIS		PAKKET		
		OPENBARE SEKTOR					PRIVATE SEKTOR					SELFGEËMPLOJEERD				

•• Median hours worked per week
(Continued)

•• Mediaan ure per week gewerk
(Vervolg)

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TABLE 4 (CONTINUED) TABEL 4 (VERVOLG)

YEARS WORK EXPE-RIENCE	PUBLIC SECTOR					PRIVATE SECTOR					SELF-EMPLOYED					JARE WERK-ERVARING
	**	SALARY		PACKAGE		**	SALARY		PACKAGE		**	SALARY		PACKAGE		
		N	RAND	N	RAND		N	RAND	N	RAND		N	RAND	N	RAND	
•Civil engineer																•Siviele ingenieur
< 3	38	10	55600			42	27	54000	22	66600						< 3
3 - 7	38	27	74000	25	94400	42	44	70200	41	92700						3 - 7
8 - 12	42	24	97800	23	137200	43	52	97400	50	124300						8 - 12
13 - 17	42	34	106400	32	146600	45	32	115300	32	150600	47	32	136900	32	176000	13 - 17
18 - 22	43	48	111200	47	149900	45	45	133000	43	160600	51	56	158600	56	210000	18 - 22
23+	42	94	118500	86	162800	44	64	134400	63	170000	46	121	177700	118	198100	23+
•Architect																•Argitek
< 3						45	10	54500								< 3
3 - 7						42	29	62000	25	69000						3 - 7
8 - 12											46	14	100000	14	107200	8 - 12
13 - 17											44	31	120000	30	120000	13 - 17
18 - 22											47	34	120000	34	122000	18 - 22
23+	38	15	102900	14	128700	38	13	84000	13	97900	42	113	110000	110	116100	23+
•Quantity surveyor																•Bourekenaar
< 3						40	11	52000	10	53900						< 3
3 - 7						42	29	59700	26	78800						3 - 7
8 - 12											47	14	102500	14	115200	8 - 12
13 - 17						42	16	94400	16	112200	46	30	141700	29	170000	13 - 17
18 - 22											46	25	130000	23	140000	18 - 22
23+	38	13	107600	10	137600	42	16	102000	15	125500	42	85	122000	84	136800	23+
•Town and regional planner																•Stads- en streeksbeplanner
< 3	38	12	58500	10	63400	42	15	42000	15	44000						< 3
3 - 7	39	38	72400	30	95300	42	16	68500	14	74100						3 - 7
8 - 12	42	13	81600	11	110000											8 - 12
13 - 17	38	13	109800	11	156300						50	14	135000	14	145900	13 - 17
18 - 22	42	17	111000	14	131800						47	13	120000	13	139500	18 - 22
23+	41	18	110800	15	130000						46	17	140000	17	170000	23+

YEARS WORK EXPE-RIENCE	**	N	RAND	N	RAND	**	N	RAND	N	RAND	**	N	RAND	N	RAND	JARE WERK-ERVARING
		SALARIS		PAKKET			SALARIS		PAKKET			SALARIS		PAKKET		
		OPENBARE SEKTOR					PRIVATE SEKTOR					SELFGEËMPLOJEERD				

** Median hours worked per week ** Mediaan ure per week gewerk

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TABLE 5

MEDIAN INCOME OF GRADUATES ACCORDING TO OCCUPATION, WORKING HOURS AND EMPLOYER SECTOR

TABEL 5

MEDIAAN INKOMSTE VAN GEGRADUEERDES VOLGENS BEROEP, WERKURE EN WERKGEWERSEKTOR

WORKING HOURS	PUBLIC SECTOR				PRIVATE SECTOR				SELF-EMPLOYED				WERK-URE
	SALARY		PACKAGE		SALARY		PACKAGE		SALARY		PACKAGE		
	N	RAND	N	RAND	N	RAND	N	RAND	N	RAND	N	RAND	
111 ENGINEER													INGENIEUR
1 - 14									15	30000	15	30000	1 - 14
15 - 29	288	99300	265	130600	602	90000	557	123600	18	72500	19	80000	15 - 29
30 - 44	152	115300	139	157000	409	115000	380	158600	94	154000	92	187200	30 - 44
45+									235	170000	233	191500	45+
*Architect													*Argitek
15 - 29	26	96200	21	120500	39	65000	35	76000	17	48000	17	48000	15 - 29
30 - 44	11	111200	10	150400	29	74000	26	86400	70	120000	68	120000	30 - 44
45+									102	117000	101	120000	45+

WORKING HOURS	N	RAND	N	RAND	N	RAND	N	RAND	N	RAND	N	RAND	WERK-URE
	SALARIS		PAKKET		SALARIS		PAKKET		SALARIS		PAKKET		
	OPENBARE SEKTOR				PRIVATE SEKTOR				SELFGEËMPLOJEERD				

TABLE 6

MEDIAN INCOME OF FULL TIME EMPLOYEES AND SELF-EMPLOYED PERSONS ACCORDING TO OCCUPATION AND ECONOMIC SECTOR

TABEL 6

MEDIAAN INKOMSTE VAN VOLTYDSE WERKNEMERS EN SELFGEËMPLOJEERDE PERSONE VOLGENS BEROEP EN EKONOMIESE SEKTOR

ECONOMIC SECTOR**	EMPLOYEES					SELF-EMPLOYED PERSONS					TOTAL					EKONOMIESE SEKTOR**
	**	SALARY		PACKAGE		**	SALARY		PACKAGE		**	SALARY		PACKAGE		
		N	RAND	N	RAND		N	RAND	N	RAND		N	RAND	N	RAND	
111 ENGINEER																**INGENIEUR**
Agriculture	14	24	98800	23	146000						14	30	109100	29	150200	Landbou
Mining	8	144	106500	134	151200	22	11	167200	11	200000	9	155	110800	145	154200	Mynbou
Manufacturing	8	382	100000	355	136200	20	41	140000	40	153300	8	423	101100	395	136600	Fabriekswese
Electricity	10	219	102900	201	139600	24	29	155000	29	180000	13	248	104500	230	144400	Elektrisiteit
Construction	13	298	101700	280	129400	23	184	158600	181	197300	20	482	116200	461	146000	Konstruksie
Commerce	11	13	120000	12	173200						14	18	129000	17	168400	Handel
Transport	10	126	103100	110	149000						10	130	103100	115	150300	Vervoer
Finance,business	7	98	100500	90	127700	20	27	180000	26	200000	10	125	109800	116	143400	Besigheiddiens
Community serv.	17	112	102900	105	141300						17	115	103000	109	143700	Gemeenskapsdie
•Chemical engineer																**•Chemiese ingenieur**
Mining	10	11	93000	11	117000						10	11	93000	11	117000	Mynbou
Manufacturing	8	86	101900	79	143200						9	92	103400	85	144200	Fabriekswese
Electrical engineer																**Elektriese ingenieur**
Mining	6	18	116500	16	146400						7	19	120000	17	150000	Mynbou
Manufacturing	8	47	110000	44	140700						9	53	101100	50	136800	Fabriekswese
Electricity	12	69	112800	63	158600	22	18	147500	18	171500	18	87	117200	81	165300	Elektrisiteit
Construction						23	14	190000	14	190000	22	23	150000	23	169900	Konstruksie
Transport	8	17	103200	16	143500						8	17	103200	16	143500	Vervoer
Finance,business	9	12	101600	11	133700						12	14	104900	13	139900	Besigheiddiens
Electronic engineer																**Elektroniese ingenieur**
Manufacturing	8	41	100000	36	116800						9	46	97200	41	113300	Fabriekswese
Electricity	5	17	80300	15	116400						6	18	81200	16	111200	Elektrisiteit
Transport	4	31	90900	26	126500						4	31	90900	26	126500	Vervoer
Finance,business	6	29	89000	27	124300						8	34	105600	31	125000	Besigheiddiens
Community serv.	7	25	98200	24	119100						7	25	98200	24	119100	Gemeenskapsdie
•Mechanical engineer																**•Meganiese ingenieur**
Mining	8	25	98100	23	134800						9	29	101700	27	160900	Mynbou
Manufacturing	7	142	90000	134	126100	30	13	140000	12	148300	8	155	91000	146	127500	Fabrieksuese
Electricity	4	36	81200	33	114300						4	38	81200	35	114300	Elektrisiteit
Construction	12	19	90000	18	125600						17	26	108300	25	148200	Konstruksie
Transport	7	23	102000	20	118000						7	23	102000	21	123000	Vervoer
Finance,business	3	19	76500	19	107200						5	23	84500	23	114800	Besigheiddiens
Community serv.	7	17	80000	15	120400						13	18	85700	17	121000	Gemeenskapsdie
•Metallurgical engineer																**•Metallurgiese ingenieur**
Mining	6	32	94800	29	150400						6	32	94800	29	150400	Mynbou
Manufacturing	11	31	113600	29	158100						11	31	113600	29	158100	Fabriekswese

ECONOMIC SECTOR**	**	N	RAND	N	RAND	**	N	RAND	N	RAND	**	N	RAND	N	RAND	EKONOMIESE SEKTOR**
		SALARIS		PAKKET			SALARIS		PAKKET			SALARIS		PAKKET		
		WERKNEMERS					SELFGEËMPLOJEERDE PERSONE					TOTAAL				

** Median years work experience
** See Page 6 for complete list of economic sectors

** Mediaan jare werkervaring
** Kyk bladsy 6 vir volledige lys van ekonomiese sektore

(Continued)

(Vervolg)

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TABLE 6 (CONTINUED) TABEL 6 (VERVOLG)

ECONOMIC SECTOR	EMPLOYEES					SELF-EMPLOYED PERSONS					TOTAL					EKONOMIESE SEKTOR
	**	SALARY		PACKAGE		**	SALARY		PACKAGE		**	SALARY		PACKAGE		
		N	RAND	N	RAND		N	RAND	N	RAND		N	RAND	N	RAND	
•Civil engineer																•Siviele ingenieur
Electricity	18	75	108800	70	140100						18	83	111000	78	143000	Elektrisiteit
Construction	14	265	100800	250	129100	23	160	158600	157	197300	19	425	116100	407	143800	Konstruksie
Transport	20	49	115000	43	165000						20	52	113400	46	166500	Vervoer
Finance,business	18	14	125000	14	169300	21	15	200000	15	220000	21	29	160000	29	186600	Besigheiddiens
Community serv.	21	53	105000	51	154800						21	54	105000	52	156300	Gemeenskapsdie
•Architect																•Argitek
Construction	6	59	65000	52	71300	23	172	120000	169	120000	21	291	100000	275	114000	Konstruksie
Finance,business											33	15	103500	14	121700	Besigheiddiens
•Town and regional planner																•Stads- en streeksbeplanner
Construction	5	19	77800	19	85000	16	12	130000	12	135000	7	31	87000	31	105000	Konstruksie
Finance,business	6	11	80000			21	16	135000	16	155000	16	27	115400	25	139500	Besigheiddiens
Community serv.	9	101	81600	84	101900	20	15	140000	15	160000	12	116	88600	99	111000	Gemeenskapsdie
•Land surveyor																•Landmeter
Construction						23	13	130000	12	139900	22	14	126500	13	145000	Konstruksie
Finance,business						20	20	120000	20	120000	16	26	111300	24	121000	Besigheiddiens
Community serv.											27	11	102900			Gemeenskapsdie

ECONOMIC SECTOR	**	N	RAND	N	RAND	**	N	RAND	N	RAND	**	N	RAND	N	RAND	EKONOMIESE SEKTOR
		SALARIS		PAKKET			SALARIS		PAKKET			SALARIS		PAKKET		
		WERKNEMERS					SELFGEËMPLOJEERDE PERSONE					TOTAAL				

** Median years work experience

** Mediaan jare werkervaring

TABLE 7

COMPARISON OF THE INCOME OF MEN AND WOMEN WORKING FULL TIME ACCORDING TO OCCUPATION AND WORK EXPERIENCE

TABEL 7

VERGELYKING VAN DIE INKOMSTE VAN MANS EN VROUE WAT VOLTYDS WERK VOLGENS BEROEP EN WERKERVARING

EMPLOYEES: PUBLIC SECTOR

WERKNEMERS: OPENBARE SEKTOR

YEARS WORK EXPERIENCE	MALE					FEMALE					TOTAL					JARE WERKERVARING
	••	SALARY		PACKAGE		••	SALARY		PACKAGE		••	SALARY		PACKAGE		
		N	RAND	N	RAND		N	RAND	N	RAND		N	RAND	N	RAND	
11 ENGINEER, ARCHITECT & RELATED																INGENIEUR, ARGITEK & VERWANTE BEROEPE
0 - 5	39	123	65100	102	81200	37	21	66100	17	78700	38	144	65200	119	81000	0 - 5
6 - 10	41	88	88500	82	120100	40	10	91700			41	98	89400	90	119400	6 - 10
11 - 20	42	160	107000	147	146400	41	16	80300	15	90800	42	176	106000	162	144500	11 - 20
•Town and regional planner																•Stads- en streeksbeplanner
0 - 5	38	22	68400	18	80200	38	13	66100	10	81000	38	35	67500	28	81000	0 - 5
YEARS WORK EXPERIENCE	••	N	RAND	N	RAND	••	N	RAND	N	RAND	••	N	RAND	N	RAND	JARE WERKERVARING
		SALARIS		PAKKET			SALARIS		PAKKET			SALARIS		PAKKET		
		MANLIK					VROULIK					TOTAAL				

EMPLOYEES: PRIVATE SECTOR

WERKNEMERS: PRIVATE SEKTOR

YEARS WORK EXPERIENCE	MALE					FEMALE					TOTAL					JARE WERKERVARING
	••	SALARY		PACKAGE		••	SALARY		PACKAGE		••	SALARY		PACKAGE		
		N	RAND	N	RAND		N	RAND	N	RAND		N	RAND	N	RAND	
111 ENGINEER																INGENIEUR
0 - 5	42	322	71400	295	92100	42	20	65800	14	77700	42	342	70600	309	90200	0 - 5
6 - 10	42	202	100000	188	136600	45	13	96000	12	136100	42	216	100000	201	136600	6 - 10
•Architect																•Argitek
0 - 5	45	21	58500	18	62700	40	10	44600			42	31	58500	27	60000	0 - 5
•Town and regional planner																•Stads- en streeksbeplanner
0 - 5	42	13	52000	12	52000	41	13	45600	12	48400	42	26	49000	24	49500	0 - 5
YEARS WORK EXPERIENCE	••	N	RAND	N	RAND	••	N	RAND	N	RAND	••	N	RAND	N	RAND	JARE WERKERVARING
		SALARIS		PAKKET			SALARIS		PAKKET			SALARIS		PAKKET		
		MANLIK					VROULIK					TOTAAL				

•• Median hours worked per week

•• Mediaan ure per week gewerk

TABLE 8

MEDIAN INCOME OF GRADUATES WORKING FULL TIME ACCORDING TO OCCUPATION, WORK EXPERIENCE, POPULATION GROUP AND EMPLOYER SECTOR

TABEL 8

MEDIAANINKOMSTE VAN GEGRADUEERDES WAT VOLTYDS WERK VOLGENS BEROEP, WERKERVARING, BEVOLKINGSGROEP EN WERKGEWERSEKTOR

	0 - 5 years / jare					6 - 10 years / jare					11 - 20 years / jare					20 + years / jare					TOTAL / TOTAAL				
	**	S		P		**	S		P		**	S		P		**	S		P		**	S		P	
		N	RAND	N	RAND		N	RAND	N	RAND		N	RAND	N	RAND		N	RAND	N	RAND		N	RAND	N	RAND
111 ENGINEER																									
INGENIEUR																									
Private Sector																									
Privaatsektor																									
Asian / Asiër						43	12	94300	10	123500											39	28	94300	24	116400
Black / Swart																					41	10	72100	10	84400
White / Blank	42	352	71500	316	93000	43	205	100600	191	139600	45	214	134400	202	175700	44	187	142000	179	186000	42	958	100900	888	137800

** Median hours worked per week S: Salary P: Package

** Mediaan ure per week gewerk S: Salaris P: Pakket

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TABLE 9

MEDIAN INCOME OF GRADUATES WORKING FULL TIME ACCORDING TO FIELD AND LEVEL OF STUDY AND EMPLOYER SECTOR

TABEL 9

MEDIAAN INKOMSTE VAN GEGRADUEERDES WAT VOLTYDS WERK VOLGENS STUDIERIGTING, KWALIFIKASIEVLAK EN WERKGEWERSEKTOR

FIELD OF STUDY	PUBLIC SECTOR					PRIVATE SECTOR					SELF-EMPLOYED					STUDIE-RIGTING
	**	SALARY		PACKAGE		**	SALARY		PACKAGE		**	SALARY		PACKAGE		
		N	RAND	N	RAND		N	RAND	N	RAND		N	RAND	N	RAND	
ENGINEERING																**INGENIEURSWESE**
B-degree	16	343	102900	310	137300	9	932	103300	850	137300	25	268	149000	263	168400	B-graad
Post grad.dipl.	22	11	120000	10	136600	13	52	120000	46	163200	14	22	132500	22	152900	Nagraadse dip
Hons-degree	18	48	115600	48	151500	12	78	130000	77	168000	19	43	180000	43	212500	Hons-graad
M-degree	17	72	108700	65	134100	10	156	123600	148	161700	18	53	180000	54	204700	M-graad
D-degree	20	35	130800	32	146900	23	23	155000	22	221700	33	12	167500	12	182200	D-graad
ENGINEERING + MBA																**INGENIEURSWESE + MBA**
B-degree	21	26	135100	24	190000	21	134	169200	126	223400	22	37	162000	38	200000	B-graad
Hons-degree						13	13	143700	10	240400						Hons-graad
M-degree						17	18	168700	18	225300						M-graad
Sub-total	22	46	134900	42	187700	20	186	166800	174	223100	21	55	156000	56	192300	Sub-totaal
QUANTITY SURVEYING																**BOUREKENKUNDE**
B-degree	18	33	97500	30	131700	10	97	81500	91	104900	24	145	136400	140	147500	B-graad
ARCHITECTURE																**ARGITEKTUUR**
B-degree	20	57	101400	49	129100	7	122	77800	113	93000	23	188	120000	183	120000	B-graad
M-degree	18	11	87600													M-graad
TOWN & REGIONAL PLANNING																**STADS- EN STREEKSBEPLANNING**
B-degree	9	56	91400	44	111000	3	23	64000	21	67800	20	19	120000	19	140000	B-graad
M-degree	12	46	90800	33	110000	5	12	75000	11	86900	20	27	150000	28	150000	M-graad
LAND SURVEYING																**LANDMEETKUNDE**
B-degree	20	11	108200			19	14	82400	10	114400	24	63	120000	60	120000	B-graad

FIELD OF STUDY		N	RAND	N	RAND		N	RAND	N	RAND		N	RAND	N	RAND	STUDIE-RIGTING
	**	SALARIS		PAKKET		**	SALARIS		PAKKET		**	SALARIS		PAKKET		
		OPENBARE SEKTOR					PRIVATE SEKTOR					SELFGEËMPLOJEERD				

** Median years work experience

** Mediaan jare werkervaring

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The following reports on the remuneration of graduates in 1994 are available :

1 *Main report*: Includes all occupations, with a breakdown of occupations according to the different variables. Field and level of study also included.
2 Short report: Same as *Main Report* but without breakdown of occupations.

Occupational group reports, with a breakdown of occupations according to the different variables. Field and level of study also included.

3 Engineers, architects, quantity surveyors, town and regional planners and land surveyors
4 Natural science, computer and agricultural occupations
5 Medical and health science occupations
6 Education occupations.
7 Human resources, financial, economic and sales occupations
8 Legal, religious, social sciences and other humanities
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